

USAID No FEAR Posting Requirements										
Posted Data	Current FY 2004					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals				
Number of:										
Complaints filed during FY	2	3	5		10	12	7	10	6	12
# Complainants	2	3	5		10	10	7	9	6	12
# Repeat Filers	0	0	2		2	2	0	1	0	0
Age										
Age	0	0	2		2	4	1	1	0	3
Race										
Race	2	1	4		7	7	2	6	5	8
Color										
Color	0	1	1		2	5	0	3	0	2
Disability										
Disability	0	2	1		3	3	3	2	0	2
National Origin										
National Origin	0	0	1		1	2	0	2	1	2
Religion										
Religion	0	0	1		1	1	0	1	0	1
Reprisal										
Reprisal	1	1	3		5	7	4	7	4	6
Sex:										
1. Male	1	0	1		2	1	2	1	1	3
2. Female	0	1	0		1	5	1	1	3	6
Other	0	0	0		0	0	0	0	0	0
Issues (Claims)										
Appointment / Hire	0	0	1		1	0	1	0	0	0
Assignment of Duties	1	1	1		3	3	0	0	1	4
Awards	0	0	0		0	1	0	0	1	2
Conversion to Full Time	0	0	0		0	0	0	0	0	0
Disciplinary Actions:										
1. Demotion	0	0	0		0	0	0	0	0	0
2. Reprimand	0	0	0		0	2	1	0	1	0
3. Suspension	0	0	0		0	0	0	0	0	0
4. Removal	0	0	0		0	0	0	0	0	0
5. Other	0	0	0		0	0	0	0	0	0
Duty Hours	0	0	0		0	0	0	0	0	0
Evaluation/ Appraisal	2	1	2		5	4	1	2	3	2

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	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals	FY Totals										
Examination/ Test	0		0		0				0	0	0	0	0	0						
Harassment:																				
1. sexual			0		0				0	0	1	1	1	0						
2. non-sexual	1		0		0				1	2	2	1	0	1						
Medical Exam	0		0		0				0	0	0	0	0	0						
Pay, including Overtime	0		0		0				0	0	0	0	0	0						
Promotion/ Non-Selection	0		1		1				2	1	4	7	3	6						
Reassignment:																				
1. Denied	0		1		0				1	1	0	0	0	0						
2. Directed	0		0		1				1	1	0	0	0	0						
Reasonable Accommodation	0		0		0				0	2	1	2	0	0						
Reinstatement	0		0		0				0	1	0	0	0	0						
Retirement	0		1		0				1	1	0	0	0	1						
Termination	1		1		2				4	1	0	2	0	2						
Terms / Conditions of Employment	1		1		0				2	1	0	0	0	1						
Time and Attendance	0		0		1				1	2	0	0	0	0						
Training	1		0		1				2	2	0	0	1	0						
Other	0		1		0				1	0	0	1	0	0						
Processing Time																				
Pending Complaints during the FY	21		22		22						25		27		39		35		33	
Complaints at each Stage:	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days	#	Avg. Days
Dismissals	1	52	0	0	2	298	0		3	298	2	93.5	3	172	5	1168	1	607	1	94
Investigation Process:																				
1. Under Investigation	6	130	8	137	5	186	0				8	128	4	192	8	241	9	290	13	271
2. Pending Hearing	8	733	9	445	10	491	0				10	758	6	884	7	1042	6	1166	12	1065
Pending Final Agency Action	3	321	3	94	3	185	0				0	0	2	447	5	706	8	831	6	933
Final Agency Action without a Hearing	1	40	0	0	0	0	0				4	553	9	1347	7	974	6	973	1	185
Final Agency Action with a Hearing	0	0	0	0	0	0	0				0	0	3	1524	7	1085	0	0	0	0
Appeals	2	62.5	2	127	2	218	0				1	277	0	0	0	0	5	1182	0	0

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	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		YTD totals		FY Totals									
Final Agency Actions with findings of Discrimination																				
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Rendered w/o an AJ Hearing	0		0		0				0	0	0	0	0		0		0		0	
Rendered with an AJ Hearing	0		0		0				0	0	0	0	0		0		0		0	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Age	0		0		0				0	0	0		0		0		0		0	
Race	0		0		0				0	0	0		0		0		0		0	
Color	0		0		0				0	0	0		0		0		0		0	
Disability	0		0		0				0	0	0		0		0		0		0	
National Origin	0		0		0				0	0	0		0		0		0		0	
Religion	0		0		0				0	0	0		0		0		0		0	
Reprisal	0		0		0				0	0	0		0		0		0		0	
Sex:																				
1. Male	0		0		0				0	0	0		0		0		0		0	
2. Female	0		0		0				0	0	0		0		0		0		0	
Other	0		0		0				0	0	0		0		0		0		0	
Final Agency Actions with findings of Discrimination by BASIS																				
	#	%	#	%	#	%	#	%	0	0	#	%	#	%	#	%	#	%	#	%
Rendered w/o an AJ Hearing	0		0		0				0	0	0		0		0		0		0	
Rendered with an AJ Hearing	0		0		0				0	0	0		0		0		0		0	
Final Agency Actions w/findings of Discrimination by ISSUE																				
	#	%	#	%	#	%	#	%	0	0	#	%	#	%	#	%	#	%	#	%
Appointment/Hire	0		0		0				0	0	0		0		0		0		0	
Assignment of Duties	0		0		0				0	0	0		0		0		0		0	
Awards	0		0		0				0	0	0		0		0		0		0	
Conversion to Full Time	0		0		0				0	0	0		0		0		0		0	

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	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals		FY Totals		FY Totals										
Disciplinary Actions:																			
1. Demotion	0		0		0			0	0	0		0		0		0		0	
2. Reprimand	0		0		0			0	0	0		0		0		0		0	
3. Suspension	0		0		0			0	0	0		0		0		0		0	
4. Removal	0		0		0			0	0	0		0		0		0		0	
5. Other	0		0		0			0	0	0		0		0		0		0	
Duty Hours	0		0		0			0	0	0		0		0		0		0	
Evaluation/ Appraisal	0		0		0			0	0	0		0		0		0		0	
Examination/ Test	0		0		0			0	0	0		0		0		0		0	
Harassment:																			
1. sexual	0		0		0			0	0	0		0		0		0		0	
2. non-sexual	0		0		0			0	0	0		0		0		0		0	
Pay, including Overtime	0		0		0			0	0	0		0		0		0		0	
Promotion/ Non-Selection	0		0		0			0	0	0		0		0		0		0	
Reassignment:																			
1. Denied	0		0		0			0	0	0		0		0		0		0	
2. Directed	0		0		0			0	0	0		0		0		0		0	
Reasonable Accommodation	0		0		0			0	0	0		0		0		0		0	
Reinstatement	0		0		0			0	0	0		0		0		0		0	
Retirement	0		0		0			0	0	0		0		0		0		0	
Termination	0		0		0			0	0	0		0		0		0		0	
Terms/ Conditions of Employment	0		0		0			0	0	0		0		0		0		0	
Time and Attendance	0		0		0			0	0	0		0		0		0		0	
Training	0		0		0			0	0	0		0		0		0		0	
Other	0		0		0			0	0	0		0		0		0		0	
Final Agency Actions w/ findings of Discrimination by ISSUE																			
Rendered w/o an AJ Hearing	0		0		0			0	0	0		0		0		0		0	
Rendered with an AJ Hearing	0		0		0			0	0	0		0		0		0		0	

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Posted Data	Current FY 2004					2003	2002	2001	2000	1999
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	YTD totals	FY Totals				
Pending Complaints at the beginning of the FY/Quarter										
Total # of Pending Complaints	19	19	22		22	13	20	29	29	21
# of complainants	16	15	17		17	13	19	24	24	17
The number of those complaints at each stage:										
Dismissals	1	0	2		2	0	1	4	1	0
Investigation Process:										
1. Under Investigation	4	5	5		5	0	0	2	3	4
2. Pending Hearing	8	9	10		10	9	6	6	6	11
Pending Final Agency Action	3	3	3		3	0	1	3	8	6
Final Agency Action without a Hearing	1	0	0		1	3	9	7	6	0
Final Agency Action with a Hearing	0	0	0		0	0	3	7	0	0
Appeals	2	2	2		2	1	0	0	5	0
Investigative Step on all Pending Complaints										
Complaints over 180 days	4	3	3		3	2	2	6	6	9
Time Periods Used to Compute Data:										
Dismissals - from date complaint filed to dismissal										
Under Investigation - from date complaint filed to end of Fiscal Year/Quarter										
Pending Hearing - from date investigation completed to end of Fiscal Year/Quarter										
Pending Final Agency Action - from investigation complete date to end of Fiscal Year/Quarter										
Final Agency Action without/with a Hearing - from hearing request date to decision date										
Appeals - from appeal request date to decision date or end of Fiscal Year/Quarter										